

## From The Editor

Welcome to the last issue of Words and Vision for the 2007/2008 academic year. Since our last issue, the executive has been attending to several significant and complex issues, leading to the call for an Extraordinary General Meeting. This meeting on March 7<sup>th</sup> broke all known attendance records, indicating a high level of concern within our membership. We are grateful to all of you who participated – your role in clarifying some of the issues raised and in providing guidance to the executive is essential. Please see President Scott Fast's summary of the meeting, and his discussion of the recent budget news that has left many around the province scrambling to revive and revise their budget proposals. UCFV President, Skip Bassford, has promised that this crisis will provide an opportunity for administration to consult widely with faculty and staff as we look for ways to trim the budget. The challenge for us as members of the same association will be to ensure we remain respectful and supportive of each other when suggesting ways to cut spending.

Also, in this issue, our Staff Contract Administrator, Heidi Tvete, answers the many questions we have received regarding the Joint Classification Audit Committee. This committee determines job descriptions and, because evaluation items are based on job descriptions, it is essential the description accurately reflect the work one is expected to perform.

The issues of job classification and workload will become very important to faculty if we become a university. We have been instructed to look at Thompson Rivers University (TRU) in order to understand what UCFV may become if granted university status. After spending a great deal of time with their collective agreement, I have to say that if one can judge the importance and complexity of an issue by the amount of space dedicated to it in a collective agreement, this looks big. I have prepared a summary of some of the information provided in the TRU Collective Agreement with respect to the definitions of academic designation, rank, promotion, and tenure, and the various processes involved in the determination of these. Just trying to understand the many steps in each of the processes of being given rank, of being promoted, of attaining tenure, etc is daunting – imagining the future problems that could result in the implementation of them is a little frightening. I comfort myself with the belief that we can expect a grandparent clause that will provide job

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THE  
F.S.A.  
ANNUAL GENERAL  
MEETING  
WILL BE HELD ON  
TUESDAY, APRIL 29, 2008

10:00 a.m. - noon  
Abbotsford Campus,  
Lecture Theatre.

Social to follow.

MARK YOUR CALENDAR!



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security, if not professional status.

A more immediate concern has been raised about the role of the Individual Probationary Evaluation Committee (IPEC). The IPEC process serves both a formative and a summative role for new faculty. It seems, however, that the IPEC role may be changing over time. Our Faculty Vice President, Glen Baier, and our Faculty Contract Administrator, Curtis Magnuson, have been in discussions about the role of the IPEC. As a result, Glen has submitted an article expressing some of their concerns. Please see also the article on workplace bullying and mobbing submitted by Curtis Magnuson. Bullying is no more tolerable in the workplace than it is on the playground or in the classroom, and is widely recognized as a serious problem requiring a zero tolerance approach.

On a personal note, I want to thank all of you who have welcomed me into your department meetings and at the staff forums. Your involvement through providing questions, ideas, articles, comments and suggestions is very much appreciated, and encouraging to all of us on the executive. Our Annual General Meeting is April 29<sup>th</sup> and we ask that you think about becoming a member of your association. Nomination forms are included in this issue, and remain open up until the close of the AGM. If you have any questions about the positions, please feel free to call the FSA office for information.

**Rhonda Snow**

## From The President



Time flies when you're having fun. Imagine, only three weeks ago we were meeting

together to express our concern that managers at UCFV were no longer listening to us, and now the lead story is about how the government in Victoria is not listening to anyone. Accordingly, I will focus first on the disturbing budget announcements for post-secondary education, and secondly follow up on the issues arising out of our extra ordinary general meeting on March 7<sup>th</sup>.

### Bad Budget News

"Government Funding Cuts Nasty Surprise for Universities" ran the front-page headline of the Vancouver Sun on Thursday, March 20<sup>th</sup>. As usual, the daily paper was partly right and partly misleading. The cuts in the government's post-secondary budget did come as a surprise, but not just to the universities. It came as a shocking surprise and bitter disappointment to the university colleges, regional universities, and two year colleges as well. Seemingly, the news from the Treasury Board came as a surprise to the Ministry of Advance Education itself. The Premier's Office evidently looked at the bottom line of the provincial budget, didn't like it and decided along with Treasury Board to simply cut the base operating grants post-secondary institutions had been counting upon in their budget planning by an amount that seems to come in at just above 2.65%. The cuts represent a reduction in the amount institutions had been told they could plan on when the government issued its three year funding framework for funding post-secondary education last year. The cuts were made system wide regardless of local

variables, and paid no respect to the performance of institutions in meeting their FTE targets.

You may recall that this had been the government committed to add 25,000 student spaces at universities and colleges and to "make B.C. the best-educated jurisdiction on the continent." And you may recall that it looked for a while like post-secondary education was indeed really one of Gordon Campbell's pet projects. While his first-term government viciously (and, as it turned out, illegally) attacked public sector health care workers, he was more kind to post-secondary workers even allowing for marginally higher raises in pay to make our salaries "more competitive." But things have changed for Campbell and his lockstep caucus. The economy is slowing, the surplus is smaller, the election is coming, the Olympic and Convention Centre overruns are mounting, and, as Vaughn Palmer put it so well, "the premier has moved on to other enthusiasms."

The cut to what had been UCFV's balanced budget proposal amounts to something more than \$1.8 million. Exactly what this will mean for UCFV is yet to be decided. Management will do what it can to avoid layoffs and the FSA will play its role to ensure that the cuts affect as few employees as possible. It would appear that avoiding layoffs altogether is a long shot, but, at least at the time I am writing this, it is simply too soon to tell. I have been on a province-wide conference call with the other association presidents in our system, as they too are still in the process of determining just what the cuts will mean for them. Different institutions in our system will be affected differently. Some were facing layoffs prior to the

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most recent cuts to government funding. PSEA (the provincial organization which represents management) and FPSE (the provincial organization which represents Faculty and Staff Associations) will be lobbying the government as best as they and we can, and the official budget letters have not yet been sent out from Victoria. So we shall see what we shall see, but I'd be lying if I said things looked good.

Our situation at UCFV aside, the government's decision to reduce its commitment to post-secondary education is deeply problematic on a least two counts. First, by the government's own account, the marginal decline in the increase in enrollments across the system is largely due (according to them) to the booming resource economy in northern B.C. I have argued before government on several occasions that tuition increases have also played their role, but government members insist that raising tuition two and a half times has no effect on enrollments while raising gas tax 2.4 cents per litre will nonetheless convince us to sell our SUV's. In any event, by the government's own analysis, that boom will be short lived and will send an increasing number of young people back to school seeking the post-secondary seats and skills they will require if they are to replace retiring boomers and take their place in the economy. God forbid we would build capacity for what will be needed when it is needed, and not after the fact.

Secondly, when any government reduces operating budgets without advance warning, it makes planning, even the planning the government insists upon, a joke and a waste of public resources. The planning done by faculty and staff, by deans and directors, by senior management and the Board of Governors, by the Ministry

of Advanced Education, whether it is long term planning, or finalizing a yearly budget, depends upon a reasonably reliable estimation of the financial resources that will be available when the time comes. Otherwise it necessarily becomes an exercise in bad guessing and/or idle speculation.

### **The Big Meeting**

It was good to get so many staff and faculty together for the Extraordinary General Meeting.

Two hundred and twenty one FSA members attended, the largest turnout for any FSA meeting on record, even though many others who might have been there were tied up in classes and department meetings. It was good to see such an overwhelming demonstration of concern for the future of UCFV. It was good to share information and perspectives face to face, to agree on some things and disagree on others, and to acknowledge that a number of different problems we face call for a number of different solutions.

Two unanimously carried motions seemed to capture the main thrust of our collective concern. (Minutes of the EGM are available in the members-only area of the FSA web site.) The first asserted "that all institution-wide plans must be distributed to the institutional community for feedback at an early stage, with an opportunity for revision before being finalized." The crucial notion here is that consultation has to be more than information sharing, that faculty and staff need ways to be part of the planning process itself. The second unanimous motion instructed the FSA to request the formation of a joint management/FSA committee "to recommend specific models of both formal and informal methods of consultation on such key issues as the budget, the education plan, and policy changes." The motion also called for "regular public forums for the discussion of issues."

The third general issue raised at the meeting was more nebulous but also one that is persistent, widely shared, and for many the issue of the greatest symbolic significance—the perception of a move away from the long-standing UCFV tradition of promoting from within our institution. For some this indicates an attempt to take UCFV in new directions and is evidence of an attempt to break from UCFV tradition and culture. For others it signals disrespect for who we are and what we have accomplished. For others it sends the signal that the possibilities for career advancement at UCFV are limited in a way they have not been in the past.

The FSA Executive has raised these issues and presented the resolutions in two very productive and encouraging meetings of the Labour and Management (LAM) meetings. At the next LAM meeting on April 8<sup>th</sup>, we will seek to establish the framework for a joint labour-management committee dedicated to the review and development of more effective mechanisms for consultation and information sharing. As promised, we will report back to the membership at the FSA Annual General Meeting on April 29<sup>th</sup>. In the meantime, President Bassford has invited any and all staff and faculty to put their questions and concerns directly to him. How practical and effective this mechanism will be remains to be seen, but his effort serves as a very positive indication that management is committed to improving the relationship between management and employees.

*Scott Fast*





## From the New Secretary-Treasurer



Hi, my name is Mark Brosinski. I am filling in for Ian as FSA Secretary-Treasurer while he continues as Acting Dean of Professional studies. At the AGM in April, I will stand for election to this position. I look forward to working with the executive to maintain a strong and united FSA. As Secretary-Treasurer I will endeavor to maintain accountability and transparency of the associations finances.

For those of you who do not know me, I am an alumnus of UCFV who graduated from the Business Administration program. As a student I was involved with the Business Administration Student Association for a number of years. Now, as an alumnus I work to foster the connection that students and alumni have with UCFV by sitting as Treasurer on the Board of Directors of the UCFV Alumni Association.

I began my career at UCFV in 2001 as Budget Analyst on a contract basis. Since then, I have held the positions of Financial Analyst, Budget Control Officer, Senior Budget Analyst, and am presently the Manager of Budgets and Financial Planning at UCFV. In addition, I am a staff representative on the University College Council.

UCFV is a great place to work due, in large part, to the strong community values that continue to characterize UCFV despite our changing environment. From my own experiences at UCFV, I know first hand the quality of our programs and services, and recognize the hard work of both faculty and staff in making UCFV one of the finest educational institutions in Canada. Although we face many new challenges ahead, I'm confident our tradition of cooperation and mutual respect will continue to guide us successfully into the future.

In closing, I would like to thank Ian for his many years of service on the FSA and for the fiscal policies he has put in place. I have a great deal of respect for Ian in his roles as a former teacher of mine and now, as a colleague. I will do my best to fill the large shoes he has left behind. I wish you well during your time on the dark side Ian.

*Mark Brosinski*

## From the Social Convener

In my quest to organize some 'fun' events - I need suggestions about activities you are interested in and information about when would be the most appropriate time for a social event.

Please send your suggestions to [Mandy.Klepik@ucfv.ca](mailto:Mandy.Klepik@ucfv.ca)



## OH&S REPORT

It has been a fairly quiet semester as far as OH&S issues. Here is a quick recap of some of the issues we have dealt with.

### Risk Assessments:

Now that the new Trades (TTC) facility is up and running, we are dealing mainly with construction deficiencies. Once these are all dealt with, we will do the WCB required "Risk Assessment". This particular assessment is required for all new construction and/or major renovations. We are currently in the process of doing this for the new gym. Once the gym assessment is completed, we will move on to the Bookstore.

### TTC OH&S Sub-Committee:

We have set-up an OH&S sub-committee at TTC. Rolf Arnold is a member of this sub-committee and reports to the main committee at our monthly meetings. The minutes from this sub-committee are also forwarded directly to the main OH&S committee.

### Fire Wardens:

The committee is in the process of reviewing the fire warden plan to ensure that we have a warden responsible for each area of the University College.

### Safety Issues:

There was an issue of wiring under desks in the Mission main office that caused a staff member to trip and fall. This is being

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addressed. Take a look at your work area and see if there is a tripping hazard due to computer cords, printer cables, etc. You know what I mean — the wire maze that is usually hidden behind your desk.

### Accident Reports:

The committee reviews the first aid accident reports each month. We look to see if a particular area has a large number of accidents and/or repeat types of accidents. If we find any, we follow up with the area and try to determine the cause and possible solutions.

### Safety Walk-about:

The sciences have completed their scheduled safety walk-about. There was an issue raised regarding some of the lights in the labs, but these have either been or are in the process of being corrected. We are scheduled to assist Visual Arts in doing their safety walk-about. While some areas are required to do their own safety walk-about regularly, others are conducted only once a year. If you notice anything that looks like a safety hazard, please report it to your supervisor. If your supervisor does not act to correct the situation, please report it directly to one of the OH&S members.

Remember, safety in the workplace is a joint effort of both the employer and employees.

**Colleen Olund**  
OH&S Co-Chair

## From the Faculty Contract Administrator



This month I am writing about something that CAUT President Greg Allain has been drawing to my attention in his recent columns in the *CAUT Bulletin*. He has written three articles on workplace bullying, a topic I believe is fundamental for each of us to be aware of and to address directly when we encounter it. Allain defines bullying as “offensive, intimidating, malicious or insulting behaviour, which is repetitive and which constitutes an abuse or misuse of power intended to undermine, isolate, humiliate, denigrate or injure the victim”. When a group of individuals bullies individual members of a work group, this is referred to as “mobbing”. Whether committed by an individual or a group, bullying behaviour generally comprises three elements: (1) the recurring and persistent nature of the action; (2) the harmful, even devastating, effects on the person being targeted, and; (3) the focus of the definition on the effects suffered by the targeted individual and not on the intentions of the aggressor. This last point is an important one. In order for something to be considered bullying behaviour, it does not matter whether malicious intent was intended by the aggressor. What matters is the effect of the behaviour on the person being targeted. Bullying is distinct in law from sexual harassment and, as such, is not specifically prohibited under the *BC Human Rights Code*. The Province of Quebec passed legislation in 2004 explicitly outlawing bullying in the workplace and Saskatchewan followed suit, “making illegal the psychological harassment of workers if a ‘reasonable person’ would find such acts of harassment humiliating or intimidating”. I hope that BC is not long to follow the lead of these provinces.

While UCFV prides itself on its friendly and collegial work environment, there are those who work here who are or have been exposed to bullying on a regular basis. It is a serious matter, prohibited under Article 10.7 of the Collective Agreement, which can only be remedied if it is identified and addressed directly. The consequences for the person being bullied can include loss of self-esteem, depression, and much worse. One writer refers to bullying as “a form of psychological terrorism” which, for me, has the absolute ring of truth about it. Bullying costs not only the individual being targeted but also the work environment: “A poisoned work environment may lead to absenteeism, low morale, loss of productivity, staff turnover and costly lawsuits”. At UCFV, we are not immune to the effects of bullying. Considerable sums of money have been spent by UCFV administration to deal with the consequences of bullying behaviour that was permitted to carry on unchecked for years.

If you believe that you are being bullied at work, please talk to someone at the Faculty and Staff Association. The FSA will investigate complaints received promptly and objectively, treat all complaints seriously, and will request that the employer take a zero tolerance approach to this form of harassment. If you think that some of your own behaviour may fall into the definition of bullying as described above, please take a moment to consider the consequences for everyone if the behaviour does not stop immediately. The Canada Safety Council’s website has excellent information regarding workplace bullying, which I encourage each of you to check out at the following address: <http://www.safety-council.org/info/OSH/bullies.html>

**Curtis Magnuson**

## From the Staff Contract Administrator



Recently over the past few months, I have been fielding a lot of calls regarding the Job Classification Audit Committee

(JCAC). In addition, this topic was brought up during the Staff Vice President forums that were held last term.

As a result, I thought I would take the opportunity to address many of the questions that I receive as well as address some of the concerns and misunderstandings that have been expressed regarding JCAC.

**Q What is the purpose of the Job Classification Audit Committee?**

**A** The purpose of the Job Classification Audit Committee is to audit the classification assigned to any position falling within the classification provision of the Collective Agreement and to make recommendations in writing to the Employer as necessary concerning such classification.

**Q What is the composition of the Job Classification Audit Committee?**

**A** The Job Classification Audit Committee consists of four to six representatives equally representing the Employer and the Faculty and Staff Association.

**Q How do I initiate the JCAC process?**

**A** At any time, employees may request that their supervisors review their job descriptions to determine its adequacy. Such a request shall be in writing.

**Q Is there a standard form that is to be completed in order to initiate the process?**

**A** Yes there is a Job Classification Review Chart form on yellow paper that is available in Employee Services.

**Q How often should an employee have their job reviewed?**

**A** Generally speaking an employee can request to have their existing job description reviewed after two years. If before this time there have been significant changes to the job description, a review can be requested before two years.

**Q I am not sure how to go about writing my job description. Is there assistance available to help staff with this task?**

**A** Yes, upon request Employee Services will provide employees with assistance in preparing a revised job description to be presented to the supervisor along with the written request for review.

**Q What is the role of the Job Classification Audit Committee Chairperson for the FSA?**

**A** The FSA co-chair is responsible for ensuring that the Faculty and Staff Association commitment to the job evaluation system is carried out. The JCAC chairperson shall report as required to the Executive Committee on the proceedings of the JCAC and from time to time establish suitable forums for providing informational workshop on the classification system to staff members.

**Q Why do some positions not have a job description?**

**A** This is the case for some staff members who are in new positions that have never gone through the JCAC system. As a result of the JCAC review that was done last year, those positions without a job description have been identified and are in the system to go through the JCAC process.

**Q My job description along with the JCAC review chart has been forwarded to my Senior Administrator for approval. What can I expect to happen at this point?**

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**A** Once your senior administrator receives the job description and JCAC review chart, he or she has ten (10) working days to approve or not approve in writing a change in the job description. If the senior administrator approves a change in the job description, he or she shall forward the appropriate material to the JCAC within five (5) work days.

**Q** After the Job Classification Audit Committee receives my job description what is the process?

**A** Once a job description is received by the committee, a JCAC team is assigned to rate the position. A JCAC team consists of one management representative and one FSA representative. The JCAC team will contact the incumbent to set up an interview. Once the interview is completed, each member of the JCAC team will independently rate the position. Upon completion of individual ratings, the JCAC team will reconvene to discuss their ratings and to reach a consensus.

At the next JCAC meeting the rating team will present the rating to the Job Classification Audit Committee. After discussion, the committee will either approve or not approve the rating. If the rating is approved by the committee it is forwarded to

the appropriate senior administrator.

**Q** Once a job description is assigned to a JCAC rating team, how long does the process take?

**A** Once a job description is assigned to a JCAC team for rating, it generally takes six to eight weeks to complete the process.

**Q** When an increase in points translates to an increase in the pay group, what date is used for any retro-active pay?

**A** Generally speaking, the day the job description is assigned to the JCAC rating team is the date used to calculate any retro-active pay.

**Q** What types of checks and balances are in place to ensure the integrity of the rating system as well as the consistent application of the rating process?

**A** As mentioned above, when a JCAC rating team finishes rating a position, it is presented to the committee for their approval. At this point, the committee engages in discussions before deciding to approve or not approve the rating.

In addition, last year the employer engaged in an external review of the Staff Job Classification Audit Committee. The purpose of the review was to ensure that there weren't any biases in place and that the JCAC

rating process was being applied consistently.

The results of the review found that rating were not biased, that there were not any gender biases and that there wasn't a halo effect meaning that one factor was not seen as more important than any other factor.

**Q** Can a rating be grieved?

**A** No a rating can not be grieved. Because JCAC is a "joint" committee comprised of both management and FSA members it is not subject to the grievance procedure. If someone does not agree with their rating or is unclear as to how the rating was arrived at, a meeting can be set up with the management co-chair to address these concerns.

**Q** Can a job description be grieved?

**A** Yes, a job description can be grieved. If you do not feel that your job description accurately reflect the duties of your position, Article 17.11 (h) of the collective agreement covers this.

If there are any other questions that you may have about JCAC or any concerns that you would like to pass along, please feel free to contact either Dianne Hicks (4692) or Heidi Tvete (4593).

*Respectfully Submitted,  
Heidi Tvete*



## From the Faculty Vice-President



Recently concerns have been raised regarding the IPEC process for probationary faculty in respect to the role of the IPEC committee itself. It appears as if decisions are being made about the status of individual probationary faculty without informing the individual's IPEC committee members as to what is happening. I think this practice should lead us to worry about the role of the IPEC system in our institution in terms of both procedure and intent.

Questions regarding procedure relate to the purported justification for the IPEC policy. It seems to me that for such a process to work as intended, the individuals placed on these committees need to be included and consulted in all matters pertaining to the status of the probationary faculty member. Otherwise, probationary faculty are not in a position to properly utilize the guidance that committee members can provide. Furthermore, the existence of an IPEC committee in the first place should be seen as a way of safeguarding faculty against arbitrary decisions or problematic interpretations of the information gathered during the probationary period. Failing to ensure that the committee is active in all phases of the IPEC process strikes me as a disturbing neglect of the supposed rationale for the IPEC policy, which was to give the institution a method for the transparent and fair evaluation of the

performance of new faculty. Ignoring the IPEC committee when deliberating on the future of a probationary faculty member is equivalent to abandoning the process entirely in that the committee is left with what looks like a mere symbolic function. If this is so, one is then forced to wonder if the intent in such cases, in essence, is to reduce the process to one of managerial expediency that sees committee consultation as a formality or a burden.

I should clarify that I am not insisting that the administration at UCFV be denied the ability to make determinations regarding the status of probationary faculty. My point,

***... Questions regarding procedure relate to the purported justification for the IPEC policy. It seems to me that for such a process to work as intended, the individuals placed on these committees need to be included and consulted in all matters pertaining to the status of the probationary faculty member.***

rather, is that these determinations should follow the process as intended and that this dedication to process should be sincere and meticulous. If it is not, then we should worry about the need for such a policy. I recall, in fact, that during the initial drafting of the IPEC policy that some felt that the policy favoured being summative over being formative. In other words, the policy looked as if it was best suited to provide a mechanism for the discipline or dismissal of probationary faculty as opposed to allowing for the mentoring of new faculty. We were assured at the time that the process was more than just a way of providing the administration with power over faculty, and that it was in the interest of existing and new faculty to have such a

process. Again, I will not deny that the administration is allowed to make decisions about the long-term employability of probationary faculty. However, a lack of commitment to anything in the process other than the final decision made about the future of the probationary faculty member makes us appear to be acting in bad faith. We must have serious and active commitment to the process so that the process is something more than a convoluted and time-consuming exercise that leads to the decision that the administration wanted to make all along regardless of the input of the IPEC committee.

I would then urge that one of two options be selected at this point. First, and what I would see as the lesser of the two options, is that all administrators responsible for the overseeing of probationary faculty dedicate themselves to following the policy as intended so that consultation with IPEC committee members can be enhanced and sustained. Second, and what I think makes more sense, is that we see the concerns with the current application of the IPEC policy to be an invitation to revisit the substance of the policy itself. Indeed, a promise to review the policy was made when it was enacted and I suspect that that review is long overdue.

**Glen Baier**





## From the JPDC Co-Chair

I have been absent from my post as co-chair of JPDC since May, 2007 until February 1, 2008, when I returned to work. Although I am quite familiar with the collective agreement articles with respect to PD (Article 22), I am not as familiar with the negotiated interpretations and guidelines that rule access to our annual professional development funds.

Two issues are boiling away merrily on the front burner:

1. The intention of some members to access more than \$450 per year in research and resource materials.

Currently, we can use up to \$450 of our annual PD allocation for research and resource materials if we make a case to do so. This is a negotiated interpretation of Article 22. Now, what is being discussed is the understanding that precedents have been established to allow faculty to use up to \$1500 (or the lesser figures of the past) for resource materials. Contract Chair, Virginia Cooke, and Faculty VP, Glen Baier, are in discussion with the employer on this matter.

2. The interpretation of the practice of borrowing forward to combine pd funds from the current year and some or all of pd funds from the following year to attend an expensive event.

Currently, the practice is that the applicant must have all of the current year's allocation available in order to "borrow forward" any amount from the following year. If you have spent some of your PD allocation for the current year, even if it is only a small amount, you cannot "borrow forward." As with many of our practices, good will and past practice seems to rule the interpretation of the collective agreement. Several members have approached me about apparent disparities in the interpretation of borrowing forward. We may need to put this issue on the list for negotiation in 2010.

Just when you thought you would have nothing to do if you couldn't get any tickets for the Olympic Games!

If you have comments about either of these issues, or any other concerns about your pd applications, please send me an email. I am willing to bring forward any apparent discrepancies in interpretation for consideration at the Joint PD Committee meetings.

*Wendy Burton*

## What is FPSE?

FPSE is the Federation of Post-Secondary Educators of British Columbia. Local faculty associations, called member locals, are certified trade unions who have chosen to become part of the provincial federation. FPSE is the provincial voice for faculty and staff in BC colleges, university colleges, and institutes, and in private sector institutions. FPSE provides training for our elected officers.

FPSE also provides support with handling grievances, and provides legal support and representation for any grievance which results in arbitration. The federation also will provide a professional in labour management who, if requested, will attend any bargaining in which we are engaged. FPSE also has a strike fund which helps to support any of us who are engaged in a strike. And, they also use the collective strength of the over 10,000 faculty and staff they represent from member institutions to lobby the provincial and federal government for better working conditions for post-secondary educators and better access for students.

Each year, FPSE holds an Annual General Meeting where delegates elected by member locals participate in workshops and approve policy, priorities and a budget to guide the work of the organization over the coming year. The activities of FPSE are governed by policy and procedures developed at AGMs. FPSE is funded through membership dues and has an annual budget of \$2.75 million in 2005-06. Individual FPSE members pay .85% of the salary in dues to FPSE. The FPSE budget, which is approved at each Annual General Meeting, reflects the priorities of members.

## Federation of Post-Secondary Educators of BC Annual General Meeting May 13-16, 2008 in Whistler, BC

If you wish to attend the F.P.S.E. Annual General Meeting, please send your name to the FSA office by April 9, 2008. Email: [myra.hughes@ucfv.ca](mailto:myra.hughes@ucfv.ca). Once the list of attendees is finalized, you'll receive an information package. Details of the FPSE AGM are posted on their website - [www.fpse.ca](http://www.fpse.ca)

## From the Contract Chair



By now you should have been alerted to the document which is posted on our website: “**How does the elimination of mandatory retirement affect UCFV employees?**” As I was drafting this document, it occurred to me that about twenty years ago when I served as Contract Chair for the FSA, issues surrounding retirement hardly crossed the minds of employees here; we were more concerned with provisions for maternity leave.

As I was contemplating this change in our particular workforce, I happened to hear an interview on CBC radio about current demographics in the workplace. Apparently, it is not unusual now to have four generations working within one workplace, and with the elimination of mandatory retirement, this age spread is becoming even more common. There is one group consisting of people aged 60 and over (which Richard Dubanski would have termed “Geezers”), and this group may grow in numbers and age as employees choose to work beyond 65. Another group consists of Baby Boomers and pre-Boomers from ages 45 to 60, and then there are the Gen X and Gen Y groups whose age designations I can’t quite remember, but the range of employees may easily span almost 50 years. This fact has profound implications for any collective agreement, and for an organization such as the FSA which represents people at these diverse stages of their careers.

When we add to the age range the diversity in our jobs (especially with faculty and staff combined) and in the programs we offer, it begins to seem mildly miraculous that this place functions at all!

It would be a relief if we could post a document entitled, “How will the designation of **university** affect UCFV employees?” If you held your breath for this announcement by the provincial government, then you are—well, dead by now. I have carefully studied the legislation for Thompson Rivers University, and how they responded in their collective agreement. However, assuming that this announcement comes during my lifetime, we still can’t be certain that our legislation will be identical. Nevertheless, as soon as classes are ended, I will circulate a list of issues I believe we should begin discussing and debating in anticipation of this change.

*Virginia Cooke*

### Recent Articles added to the FSA website:

- ~ How Does the Elimination of Mandatory Retirement Affect UCFV Employees?
- ~ CAUT Letter to Stephen Harper
- ~ CAUT News Release - Federal Budget: Little on Offer for Post-Secondary.
- ~ FPSE Issues Update - A member's Guide to Partial Disability Benefits.
- ~ FPSE President's Comment - Kwantlen Arbitration Win Strengthens Our Fight for Non-Regular Faculty
- ~ FPSE News: Cuts at Vancouver Community College will close the door to thousands

## From the Non-Regular Employees Chair

Here are some questions frequently asked by non-regular employees.

### ***1. Do non-regular employees have access to professional development funds?***

Yes, they do. This is specified in **Article 22.3 (a)(i)** of the Collective Agreement (C/A) which reads as follows:

Full-time employees can access up to \$1500.00 per fiscal year. Employees less than 100% are pro-rated.

In Service Professional Development is defined as;

“...time off at full pay for the purpose of attending conferences, workshops, and other approved professional development activities which do not take the employee from regular duties for more than fifteen (15) consecutive working days at a time. All employees within the bargaining unit shall be eligible for in-services professional development and direct replacement costs for an employee undertaking such activities shall be paid out of the professional development fund. Sessionals, Type C, and Type D employees are limited to in-service professional Development” (C/A p. 82).

### ***2. Do non-regular employees have access to benefits?***

Yes, this is covered in **Article 26.8** which states:

(a) Type C and Sessional Appointments confer only limited rights and entitlements under the provisions of this article.

(b) Eligibility and Included Benefits:

...continued from page 10

i. Type C and Sessional employees who successfully complete the probationary period after April 1, 2001, and whose next contract is equal to or greater than 50% work for the next year, are entitled to participate in the BC Medical Plan, Dental Plan and Extended Health and Care Plan but are not entitled to participate in Long Term Disability or Life Insurance benefits.

ii. For eligible benefits, the employee will pay 50% of the premium cost.

For more information about benefits, see **Article 26** and check out the employee services website!

### 3. Do non-regular employees have seniority rights?

Yes. The following excerpt is removed from **Article 15.3** Employee Appointments: Limitations on Seniority

(a) In exercising seniority rights on contracts for which they are qualified, Type C, Type D employees and Sessionals can exercise only departmental seniority; (i.e.) can exercise only the seniority accrued in that department.

For more information regarding sessional faculty appointments see **Article 12.8** (C/A p.33). For more information regarding the process by which courses are to be assigned to faculty (including

sessional instructors) see **Article 18.16** (C/A p. 66).

*Liefka Vissers*



## Reply to "What's Wrong with Writing at UCFV" by Barbara Messamore

Many will recognize much of value in Jim Andersen's recent contribution to *Words & Vision*, "What's Wrong with Writing at UCFV." He makes a compelling argument that writing skill is not inevitably equated with learning. There are, indeed, myriad forms of learning that do not find expression in written form—the sheer physical genius of an elite athlete, the spatial skills of an engineer, the enviable proficiency of a musical virtuoso. Only the most arrogant would insist that a facility for writing is the only measure of intellectual worth.

Yet in the liberal arts, reading and writing are our stock-in-trade. Students who wish to enter into this world are invited to share the ideas of generations past by reading their works. We teach them the skills they need to enter into the debate, to read critically and with full comprehension, to contribute their own ideas with clarity and flair. Naturally, as with any other endeavour, some will find this an alien and uncongenial world, a poor fit for their interests and abilities. We have admission policies that encourage them to come and experience this world, and in that sense we are far from elitist. The opportunity to try is there.

The students tend to self-select. If they do not enjoy reading—and few who struggle with it really do—and find it torturous to translate their ideas into writing, they generally opt out. Others find the experience exhilarating—they have a sense of coming home. For these students, the life of the mind is an exciting one, and we owe it to

them to keep it rigorous and engaging. Most probably fall somewhere in between. They have some skills and interests that we can patiently, incrementally, build upon. As Jim points out, some five separate university departments teach writing. And this is a very good thing: we have not abandoned those who struggle, but have committed ourselves to doing what it takes to get them into the current of academic reading and writing.

But I can't accept the argument that, in the liberal arts, "Lack of writing ability should be accommodated rather than deplored or 'screened out.'" If I lack the manual dexterity to become a dental hygienist or aircraft maintenance technician, I do not expect to be "accommodated." I may be able to work to achieve that proficiency—or I may not. I will expect my instructors to work with me to improve my skills, but I do not expect them to make allowances for me if I cannot achieve a reasonable standard of work. They—we—have an obligation to protect the integrity of the degree, to ensure that those to whom we award a passing grade in any program demonstrate the skills the public associates with that degree. Liberal arts majors should emerge from UCFV with respectable writing skills. Let's continue to show them the standard of work we expect, and help them to get there.

*Barbara Messamore*  
*History Department*

## Rank and Tenure - Our Future? by Rhonda Snow

This summary is based on information obtained through the Thompson Rivers University (TRU) Collective Agreement. The link is:



[http://www.tru.ca/hr/collective\\_agreements.html](http://www.tru.ca/hr/collective_agreements.html)

**Rank:** Faculty at TRU (other than those on sessional or limited term appointments) are designated as either bipartite or tripartite faculty. Those on a bipartite appointment are primarily teaching faculty or instructional support faculty (e.g., librarians, counselors, lab instructors). They are expected to fulfill their teaching or professional role, and participate in service to their department, university, and the community. Those on a tripartite appointment are expected to fulfill these same duties with the addition of engaging in scholarship. Within each of these categories of bipartite and tripartite, there are three levels through which one can be promoted. Those on bipartite can move from Assistant Lecturer to Senior Lecturer to Principal Lecturer. Those on tripartite can move from Assistant Professor to Associate Professor to Full Professor. I have summarized information regarding salary and normal timelines in a table available on our website.

**Tenure:** Academic tenure provides academic freedom and economic security to faculty members through the assurance of an

ongoing appointment. It is granted to faculty whose work shows promise of ongoing success. A tenured appointment can only be terminated by normal retirement, resignation, voluntary early retirement, dismissal for cause, or layoff.

**Tenure and Promotion:** Tenure and promotion through the ranks of either a bipartite or tripartite appointment follow the same path. The individual initiates the application, notifying the Dean and the Division, Faculty or School Promotion and Tenure Committee (DFSPTC) of his/her intent. The applicant supplies an up-to-date CV, a teaching dossier, copies of the Annual Professional Activities

*... The Faculty and Staff Association will play a vital role in the language added to the collective agreement dealing with academic designation, workload related to designation/rank, promotion through the ranks, tenure, and the appeal process.*

Report for the last three years, and any other information considered supportive of the application. The individual also provides a list of potential referees who are suitably qualified, at arm's length, and external to the university (3 referees are required for either tenure or promotion). It is preferred that they have International status.

Once the DFSPTC reviews the application, their recommendation is sent to the University Council Promotion and Tenure Committee (UCPTC). The UCPTC reviews the application and recommendation and makes a recommendation to the President who then makes a recommendation to the Board. An application for tenure can be made

only once. Given sufficient basis for doing so, a member can appeal a decision to deny promotion or tenure before the recommendation goes to the President and Board.

### **Who is on the Division, Faculty, or School Promotion and Tenure Committee?**

This committee is made up of 5 faculty members (at least one has to be external to the applicant's area, the Dean (non-voting), and a Faculty Association member (non-voting).

### **Who is on the University Council Promotion and Tenure Committee?**

This committee consists of the Provost, the VP Academic, the Associate VP of Graduate Studies and Research, the Dean of the

Member's area, two Deans appointed by the Provost and VP Academic, and one tenured member from each Division, Faculty, and School. There is also a Faculty Association observer who is non-voting.

### **Are the decisions of the committees confidential?**

No. In the spirit of being transparent, the activities of the University Council Promotion and Tenure Committee and the activities of the Appeals Committee are made public in annual reports. The annual reports provide the numbers of those recommended by the Division, Faculty, or School Promotion and Tenure Committee; the number not recommended by this committee; and



...continued from page 12

the number of decisions made by the Division, Faculty or School Promotions and Tenure Committee that are overruled by the University Council Promotion and Tenure Committee. The numbers of those who appealed and the number of successful and unsuccessful appeals are also made public in the annual report of the Appeals Committee.

### What role does a person's department play in this process?

Departments play the role of specifying the type and weighting of the evidence to be assessed and applied in each category. This is subject to approval by the University Council. This weighting of the various activities is also used in assigning workload within a department. Members of one's department may be included on the Division, Faculty, or School Promotion and Tenure Committee. The Chair of the applicant's department may attend (with or without the applicant) committee meetings to address questions arising from the evidence provided to support the application.

### What role does the FSA play in this process?

The Faculty and Staff Association will play a vital role in the language added to the collective agreement dealing with academic designation, workload related to designation/rank, promotion through the ranks, tenure, and the appeal process. The FSA will have the responsibility of ensuring that all faculty are treated fairly, especially those who were hired to teach at a College turned University College turned University. If UCFV becomes the next TRU, and if we are

expected to model them, it will be important to ensure the FSA is represented on any committee which evaluates members and makes recommendations regarding their status and future job security. This will help to ensure the process, once outlined in the collective agreement, is consistently and fairly applied. The FSA will also play an important role in ensuring the activities of these committees are transparent. Statistics showing the number of members who apply for promotions and tenure, and the number granted or denied promotion or tenure at any level should be made public. This transparency is also important with regard to those who have appealed and been either successful or unsuccessful.

### Some issues that have arisen at TRU:

Questions were raised concerning the personal and professional implications of being designated a lecturer, rather than a professor? For example, the question of whether or not it diminishes one's standing in professional associations, or may impact students who request a letter of reference, or perhaps affect the credibility of the institution? Additionally, there was concern that this process has the potential of being divisive within departments and across departments in the institution. (See TRUFA newsletters available online).

In a Letter of Understanding (#23), existing faculty at TRU who had been on a continuing appointment for at least seven years, and had completed post-probationary evaluations, were granted tenure.

Any member without an academic designation was granted the\*



initial rank of lecturer,

## What Happened to Five Great Goals? say College Educators

FPSE NEWS - March 20, 2008

**Union Says Funding Cuts Contradict Premier's Pledge to Make BC the Most Literate, Best Educated Jurisdiction in Canada.**

March 20, 2008 - "It seems our Premier has lost interest in what used to be one of his key priorities," said Cindy Oliver, President of the Federation of Post-Secondary Educators (FPSE). Oliver was commenting on an announcement by the provincial government that post-secondary institutions would see cuts in their provincial operating grants.

"When Premier Campbell started his second term one of his five great goals was to make BC the most literate, best educated jurisdiction in Canada," said Oliver. "Now we are finding out just how hollow his commitment really is. Post-secondary institutions are going to lose funding and these losses come on top of the chronic under-funding that has been a hallmark of Campbell's approach to post-secondary education since he took office in 2001," Oliver added.

"When the Finance Minister tabled her budget last month, we were concerned about what was missing for post-secondary education. The latest news from Victoria is that funding for post-secondary education is going to be much worse than was projected on February 19th by Carole Taylor," said Oliver. "The Finance Minister may have succeeded in distracting public scrutiny by talking about how green her budget was, but I think these funding cuts will make people realize this government doesn't have a coherent plan for post-secondary education and isn't prepared to make the investments in this critical public service," Oliver noted.

"Government MLAs have a lot of explaining to do on this announcement. After all, these are the same government MLAs who had no trouble finding an extra \$400 million to pay for cost overruns at the Trade and Convention Centre, but can't find even \$40 million to ensure that our post-secondary institutions are not running in the red this year or next," Oliver concluded.

For more information contact: Phillip Legg, e-mail: [plegg@fpse.ca](mailto:plegg@fpse.ca); Tel: (604) 788-2877

## Postcard from Retirement by Edith Camm

Greetings from Bora Bora. Wish you were here. It's true. I really do miss you all, and I miss the students, and I miss the sense of being part of a dynamic institution.

On the other hand, there's solace in cobalt seas and opal lagoons. Husband Dave and I are cruising the islands of French Polynesia on a fully-rigged tall ship. This cruise was marketed by the Queen's University alumni association plus a raft of other alumni associations. There are only 170 guests, and because everyone on board understands the value of education it's easy to make a connection. We all crowd down to the dining room for the lecture series on marine governance and economics of islands. *What? You think I can't use the word "governance" without irony?* The whole lecture series is actually genuinely interesting.

Given that you're dealing with classes just now, I suppose the stuff about cobalt and opal waters sounds better. Today we swam with sharks. These were real black-tipped sharks, not lawyers. We swam with sting rays, too, but it sounds biologist-geeky to talk about dances with elasmobranchs.

Our guides were three local guys who called themselves the Shark Boys, after a Pacific legend. Their English wasn't that great, and my French is not that great, but we all had a good time. Anyway, twelve of us loaded into the Shark Boy catamaran, and headed out into the reef. Shark Boy #1 played a ukelele, and all three sang songs in the Bora Boran dialect.

We circled around a small coral island called a motu and stopped in four feet of water just inside the reef. Shark Boy #2 (the one with the Pacific tattoos) jumped into the water with herring-like fish in his hand. Immediately, he was mobbed by a dozen rays each 3 to 4 feet wide. He

reached his hand under to feed fish into their toothless mouths, and with his other hand he rubbed them on the tops between their eyes. He had been doing this for so many years that these rays are quite habituated. We hopped in the water wearing masks and reef shoes. The rays, quite reasonably, expected that we would feed them, too, and one of them pushed up on my chest.

Every cell in my body turned to stone. Someone was squealing. Me. This fish was big, primitive, and totally unlike me. With effort I reached and stroked the



wings, and felt thick velvet.. The rays continued to bump, but it didn't really hurt. Finally I was able to rub between their huge bumpy eyes. This was quite weird, because of course, the mouth is way below, and additionally weird because right beside the eyes are the huge open spiracles big enough to put your fist into. I thought of Steve Irwin, the dead crocodile hunter, and took a look under water. The rays never touched swimmers with anything but their snouts and the leading edges of the wings.

So the Shark Boys fed rays, and butterfly fish, and threw bits of herring to the terns. After a while, we ran out of food, and the rays ran out of interest. We snorkeled on the coral heads just inside the reef. I worry about snorkel sunburn so I wore a long-sleeved tee and shorts over my bathing suit.

Then we motored outside the reef to water that is blue, not aqua, and stopped in thirty feet of water. The Shark Boys produced more herring and threw it off the bow. Immediately, the water was filled with 3-ft white-tipped sharks. Their yellow-olive colour contrasted with the cobalt water. Shark Boy #3 (the one with the pareo tied around his loins) said, "Everybody into the water."

Please picture twelve North Americans pointing to themselves, saying, "ME?" Then Shark Boy #3 leaped off the stern, pareo firmly in place. So we followed.

Totally brilliant! The little black-tips were not particularly interested in us, and never came closer than, say, six feet. Perhaps we represented a school of very large fish. Blue surgeon fish picked up any scraps.

Finally, the Boys loaded us back on board. We landed on a beach on a motu, for pineapple and coconut snacks. The beach was right beside one of a number of elegant resorts that feature little thatched huts right out over the water. (Do you realize how much it costs to live so simply?) Bronzed couples walked by from the resort. Sequins are *de rigeur* this year.

I've included a snapshot of me on the beach. I'm fully dressed in my snorkeling togs, and I've accessorized with a Tilley hat. No sequins anywhere. I'm so Canadian. It's not a flattering picture, but I think it illustrates some messages about retirement. First, after retirement, you're still who you were before. Second, you'll try to approach things the same way as before, but you might feel a little confused. Finally, you'll probably feel slightly guilty about having so much fun.

Well, it's time to dress for dinner. Have to tie on a pareo.

*Edith (on board the SMV Star Flyer)*

## Pension Advisory Committee Report by Norm Taylor

This meeting on February 8 and 9 concentrated almost solely on the connected issues of the Inflation Adjustment Account and Retirement Benefits (which are the Extended Health and Dental benefits). The reason for this is that there is a looming crisis in both of these benefits. If nothing is done, one of them will almost certainly have to be terminated eventually.

### 1. The Inflation Adjustment Account (IAA) & Extended Health Benefits

The looming problems in these two related areas (for people discussing pensions, "looming" means any time in the next 5 years!), in one way or another, took up almost all of this meeting of the committee.

First of all, some background: The trustees want to assure everybody that the Basic Benefit (i.e. the basic pension) is absolutely sound. They can foresee no problems in that area for at least fifty years. There are problems in two other benefits, however – the Inflation Adjustment Account, which is used to increase the pensions of retired members to compensate for inflation, and Extended Health benefits, which are used mostly for prescription drugs and dental benefits. Both the inflation adjustment and extended benefits come from the same pot of money. This pot of money is the Inflation Adjustment Account (IAA) plus some ongoing contributions from members and employers (each pay 1.09% of salary into the IAA.) By law, Extended Health benefits can only come from ongoing employer contributions, up to a maximum of 1.0%. (This leaves 1.18% going into the Inflation Adjustment Account to pay for inflation protection for pensioners.) The problem is two-fold – first, it is forecast that, unless something is done, Extended Health will reach the 1.0% ceiling around 2010. At that point, the trustees will have to reduce

coverage. Secondly, partly because of employer contributions being diverted to fund Extended Health benefits, the College Pension Plan will not be able to fully fund cost-of-living increases to the pension somewhere near the end of the next decade (2015–2020). This is right about the time I plan to retire, of course. So, unless something is done, trustees may soon face the difficult choice of continuing to fund the Extended Health benefits or trying to continue to inflation-proof pensions.

And the news gets worse. If everything stays the same, even if the trustees ended Extended Health coverage tomorrow, it is very unlikely that there would be enough money in the Inflation Adjustment Account to pay for inflation protection through the 2020's. Because of the demographics, the baby boomer 'bulge', even a contribution rate of 2.18% and the return on investment of the existing amount of money in the IAA is not enough to cover projected inflation increases of present and future pensioners.

So, clearly things can not stay the same. The committee recommended that President's Council (PC) of FPSE (which is the main decision-making body of our provincial association) see the same presentation as we did from Dr. Bruce Kennedy, the Executive Director of the College Pension Plan. Alternatively, we requested that PC meet with the actuary to confirm these conclusions. The hope is that the Presidents of the locals would get a better understanding of the issues involved, and may be able to find a way to a solution.

### 2. Other issues:

1. As usual, we reviewed the Plan's investment performance. So far, the BC Investment Management Corporation (bcIMC - they handle the investments for essentially all of the provincial pension

plans) is still beating the benchmarks. Unfortunately, due to the recent downturn in the markets, that benchmark is about negative 1%! We also reviewed their continuing efforts to promote good corporate governance.

2. The employees of the Knowledge Network have joined our plan.

3. Some of the federal legal barriers to 'phased retirement' (i.e. working, contributing to and collecting a pension at the same time) have been removed, but there are still major hurdles at the provincial level.

4. We enjoyed a presentation by Dennis Anderson on "Being Prepared for Retirement", which is intended to be a 3 hour seminar to start people thinking about how they are going to deal with retirement, whether or not they will be financially secure, what they should do about estate planning, etc. This presentation is adapted from the one that the BCTF offers to their retiring members, and may soon be available through FPSE.

*Sincerely,*

*Norm Taylor, UCFV FSA (Local 7)*

## Words and Vision

Newsletter of the  
UCFV Faculty and Staff  
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# University College of the Fraser Valley Faculty & Staff Association

## NOMINATION FORM

## ELECTION OF OFFICERS YEAR 2008/09

**Nominations will close at the end of the Annual General Meeting.**

### POSITIONS TO BE FILLED:

- |                                  |  |
|----------------------------------|--|
| ◆ President                      | ◆ Joint Professional Development Chair   |
| ◆ Faculty Vice-President         | ◆ Agreements Chair                       |
| ◆ Staff Vice-President           | ◆ Occupational Health & Safety Chair     |
| ◆ Secretary-Treasurer            | ◆ FPSE Rep - Non-Regular Employees Chair |
| ◆ Contract Chair                 | ◆ FPSE Rep - Status of Women             |
| ◆ Communications Chair           | ◆ FPSE Rep - Human Rights                |
| ◆ Faculty Contract Administrator | ◆ Staff Contract Administrator           |

**Note:** All nominees are expected to submit a written statement on their behalf to the FSA office for posting on the FSA website by **4:00 p.m. on April 30th, 2008.**

**Please complete this form and forward it to the FSA Office, Abbotsford Campus**

.....  
I nominate \_\_\_\_\_

for the position of \_\_\_\_\_

\_\_\_\_\_  
(name and signature of **NOMINATOR**)

\_\_\_\_\_  
(date)

I accept the nomination \_\_\_\_\_

\_\_\_\_\_  
(signature of **NOMINEE**)



University College of the Fraser Valley  
**Faculty & Staff Association**

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**I nominate** \_\_\_\_\_

**for the position of** \_\_\_\_\_

\_\_\_\_\_  
*(name and signature of NOMINATOR)*

\_\_\_\_\_  
*(date)*

**I accept the nomination**

\_\_\_\_\_  
*(signature of NOMINEE)*



## **HOW DOES THE ELIMINATION OF MANDATORY RETIREMENT AFFECT UCFV EMPLOYEES?**

As of January, 2008, provincial legislation on the elimination of mandatory retirement took effect. How will this legislation affect faculty and staff who choose to continue working beyond the age of 65? The FSA and Employee Services have collaborated on this document to help clarify some of the procedures and issues involved in "retirement."

### **What kind of notice is required if I decide to leave my employment at UCFV (regardless of my age)?**

Normally, for faculty, the notice to the department should be as early as possible to allow for planning, with notification to your dean and employee services no later than six months (or 120 days). On receiving notice, employee services will assist you in making a smooth transition from salary and benefits to whatever your new status involves. For staff, six months would also be preferable, but two months is usually sufficient.

### **When I am contemplating retirement or intending to leave, what should I do?**

- Access retirement planning workshops offered by the Municipal or College Pension Plan.
- If you are faculty, give notice *in writing* to your Dean and to Employee Services (again, in order to facilitate a smooth transition).
- If you are staff, give notice *in writing* to the administrator for your area and to Employee Services (again, in order to facilitate a smooth transition).
- Make an appointment with someone in Employee Services to discuss arrangements regarding pension, benefits, accrued vacation, etc.

### **Will UCFV offer me an early retirement incentive?**

The term "early retirement" has no real meaning any longer, as there is no longer a set age for retirement. In any case, UCFV has not offered such an incentive in many years, though at one time there was money from the provincial government to use this means as a "labour adjustment." In the unlikely event that such money may ever again come our way, the "Early Retirement" language still exists in our contract (Article 32).

### **If I decide to work beyond the age of 65, will there be any changes to my contract?**

No. Neither your contract nor your seniority will be affected. In fact, amendments to the Human Rights Code make it illegal to discriminate on the basis of age for anyone 19 years of age or older.

### **Will working beyond the age of 65 affect my eligibility for sabbaticals, research or scholarly options or professional development?**

No. These options can be applied for and will be considered in the normal way.



**What happens to my benefits if I work beyond the age of 65?**

- Basic medical (MSP) and dental coverage remain the same up to the age of 70.
- Extended health benefits remain the same up to the age of 70.
- Short term sick leave that is administered by UCFV remains the same.
- Long term disability will **not** be available past the age of 65.
- Accidental Death and Dismemberment coverage will continue to the age of 70.
- There may be changes to Group Life Insurance at the age of 65; these plans are currently under discussion with the Insurance carriers.
- Voluntary life insurance is optional and not under UCFV's control, so this is dependent upon you and the insurance company.

**How long am I able to contribute to the Pension Plan?**

If you continue your employment, both you and UCFV will continue to contribute to the College Pension Plan or the Municipal Pension Plan **up to a maximum of 35 years**, or until December 31 of the year in which you reach the age of 69, whichever comes first. If at some point before that time you wish to collect pension, you must terminate your employment.

**What options for work at UCFV are open to me if I choose to terminate my employment and collect my pension?**

- If you are faculty, you can teach up to three sessional courses per year with the approval of the department. Article 18.16 of the Collective Agreement stipulates the order by which available sessional work will be offered. Retired faculty are number 5 on the list. These courses will be paid at the sessional rate.
- Staff may work up to 140 hours annually if the hours are available.
- You could, theoretically, resign from your position at UCFV, apply for and receive pension, and subsequently obtain a position through the normal competition process. You would be considered a "new hire" since you would have lost seniority when you resigned. This scenario seems extremely unlikely.

**Is it possible for retired faculty to teach those three courses through having a 3/7 ongoing contract and receiving a pro rated salary?**

No, for a couple of reasons. First, once you have terminated your contract (which is necessary in order to collect your pension), the only teaching rights for retired faculty are in the form of sessional sections. Secondly, UCFV does not offer ongoing contracts of less than 50 per cent.

**What if I want to retire gradually? Can I "phase in" my retirement by cutting back my contract over a few years (while not collecting pension)?**

As of now, we have no provisions for being granted a workload reduction; however, the FSA is in the process of exploring these options with UCFV.

**If you have questions or concerns, please contact:**

Virginia Cooke  
FSA Contract Chair

Diane Griffiths  
Associate VP, Employee Services